



## ABSTRACT AND BIOGRAPHY

### **The Strategic Workforce Management Model**

The Strategic Workforce Management Model (SWMM) is a model of the future demand for civil servant workforce within NASA. This model allows NASA management to see how any one of several potential decisions would affect the NASA workforce.

The data for the model is a combination of project manager inputs for the outyears, along with two large existing databases for the near-term: the Workforce Integrated Management System, or WIMS; and N2, the budgetary database; each has data for the current year plus 5 more years. SWMM uses the project manager data to extend further into the future by 8 more years.

The user can perform the following functions on each one of the projects or groups of projects that have been "rolled up": 1) include / exclude the project from NASA's portfolio, 2) delay or move forward the start date, 3) extend the project end date, 4) "stretch" the project during any of its phases (e.g. remain longer in formulation), or 5) move workforce for a project between centers.

The model consists of an Excel spreadsheet and several pieces of VBA code. The complicated parts of the model are the "stretch" algorithms. The team interviewed several project managers to get a working example, and this research will be presented.

Preliminary results of the model have been obtained. The primary test-case scenario that was used was a two-year STS extension, along with a one year stretch of Orion and Ares, followed by a delay in start of the lunar hardware by two years. The results of this run show a more chaotic workforce than the current plan.

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Dr. Howard D. Ross currently serves as the Associate Director for Planning and Evaluation at the National Aeronautics and Space Administration's John H. Glenn Research Center at Lewis Field in Cleveland. In this position, he reports directly to the Center Director while managing and participating in special study teams to support center and agency decisions. He leads Glenn's strategic workforce planning efforts and assists on center policymaking issues. He also works for and with the Agency's Office of Program Analysis and Evaluation, under which this work is done.